



King County

Priority Hire Advisory Committee

Advisory Committee Meeting
King County Chinook Building,
3rd Floor, Commons

February 20, 2019
9am to 11am

Meeting Minutes

Priority Hire Advisory Committee Attendance			
Monty Anderson		Dave Johnson	√
Karen Dove	√	Jason Nakamura	√
Sonja Forster	√	Larry Nettekoven	
Michael J. Fox	√	Melinda Nichols	√
Leanne Guier	√	Krishna Richardson-Daniels	
Michelle Helmholz	√	Halene Sigmund	√

Other Attendees: Sandy Hanks, Samantha Kealoha, Joe Baca, Mindy Corey, Jeff Turner, Ron Dahl

Facilitator: Jeff Turner

Welcome/Plan for the Day: Sandy Hanks welcomed the Committee members and went over the plan for the day and agenda items.

Updated Deadline for Recommendations: Sandy Hanks let the Committee know that there is a new deadline of April 1, 2019 for obtaining Committee recommendations for the Apprenticeship and Priority Hire Report and the Master CWA.

Master CWA – Index Cards Topics and Questions: Samantha Kealoha described the index card topic and questions. Issues identified are what King County determined from looking through the matrix as key issues that need input. These may not be the only issues. They are a starting point. The Committee can and may decide that more topics need to be addressed.

CWA/Priority Hire Ordinance Matrix Recommendations using 1-2-4-All Strategy

Topic #1

1-2-4-All Question Topic: Preferred Entry

By ordinance, the Master CWA shall require that twenty percent of apprentice labor hours on covered projects to be performed by preferred entry candidates. Should we change the minimum hours worked by preferred entry candidates from 700 to something lower?

Committee recommendation (All voted in favor): Yes. 350 hours for project or 700 hours employed with contractor. Collect data later to see where we are. Should acknowledge successful programs, offer assistance/help.

Other options the Committee considered/debated:

- % of hours preferred entry + 1 year
- 700 lowered to 350 by Director
- Have 700 with employer
- 700 with contractor including min. 100 on CWA project
- 700 with prime, bar of 350 with subcontractor

Topic #2

1-2-4-All Question/Topic: **Include provisions for the recruitment, retention and mentoring of construction workers.**

Should King County establish a “nickel fund” or similar funds to support these efforts?

What other mechanisms would you recommend to increase recruitment, retention and mentoring for workers?

Committee recommendation (AI voted in favor): Yes.

What type of fund?

General guidelines:

- Have money collected/distributed upfront
- Distribution decisions by volunteer community board
- King County manages fund
- Funding for money not collected by contractor
- Amount pulled out of contract
- Oversight re: fund and allocation
- Accountability for outcomes; measures of what have to do
- Mechanism that distributes funds based on best practices and innovative ideas, practices
- Even-handed in distribution
- Administrators should have pre-apprentice, apprentice and construction experience
- Idea: Ask for % of annual dollars of project (project total)
- Consider legalities for transfer of funds

Note: Second question to be considered at subsequent meetings.

Next Meeting and Steps: Next meeting will be on **Wednesday, February 27, 2019 from 9am – 12pm at South Seattle College – Georgetown Campus, 6737 Corson Ave S, Seattle, WA 98108, Building C, Room C-207**. Samantha Kealoha will send out the meeting minutes and agenda for the next meeting.

King County Priority Hire Advisory Committee Meeting

Wednesday, February 27, 2019 – 9:00 a.m. – 12:00 p.m.

Location: South Seattle College,

Facilitator: Jeff Turner – Praxis HR

Agenda

Topic	Time	Lead
Welcome/Plan for the Day	9:00 a.m. – 9:05 a.m.	Sandy Hanks
1-2-4-All Strategy Development	9:05 a.m. – 11:50 a.m.	All
Wrap-up/Next Steps	11:50 a.m. – 12:00 p.m.	All

Rules of Engagement

- Seek to understand
- Hear voices from all
- Don't interrupt one another (fully hear what others have to say)
- Assume positive intent
- Be polite
- Focus on concrete results (don't lose your way)

Notes

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